

REC'D 2-14-1977 AT TOWN
ATT: *mt* 3 M 2 K

TOWN OF DURHAM

Office of the Selectmen · Connecticut 06422

Carl N. Otte
First Selectman

Betty Wakeman
Selectwoman

Joel N. Davis
Selectman

BOARD OF SELECTMEN'S MEETING February 10, 1977

The meeting was called to order at 8:06 P.M. with the following members of the Board of Selectmen present: Carl N. Otte, Joel N. Davis, and Betty C. Wakeman.

The Board unanimously voted to go into Executive Session. Vote 3-0

No votes were taken during said session.

(See 2-17-77 Minutes, Mtg.)

The minutes of the previous meeting were accepted as written.
Vote 3-0

The weekly bills were paid. Vote 3-0

The First Selectman reported that he has an additional applicant for Dog Warden.

Re: Town Hall Remodeling: The Board voted to request \$400.00 in Non-Recurring Town Hall Improvement Reserve Fund monies from the Board of Finance for the construction of attic storage. Labor will be by CETA employees and will expedite vault use.

On a motion by Betty C. Wakeman, the Board of Selectmen will find out about fees collected from snowmobilers. Vote 3-0

The Board voted to transfer \$1,000 from the General Fund to the Reserve Fund. Vote 3-0

Re: 1977-1978 Budget

First Selectman	\$12,000	effective Nov. 1
2 other Selectmen	1,600	
Secretary	9,500	

The Board requested more of a breakdown and explanation and comparable form used last year.

The First Selectman also suggested the beginning of a merit system and a retirement system for town employees.

The Recreation Budget request of \$8,465 was discussed. The proposed part time year round position of Director was discussed. On a motion by

con't

Carl Otte, the Director of the Recreation Committee will be requested to submit the budget request on the same form and with the same explanation as the Selectmen. Questions to be discussed with the Director: 1) Easter Egg hunt 2) Tennis tournament expenses 3) What expenses involved in soccer program 4) Director salary (1600 for salary for kids) 5) \$3100; \$1000 needed for winter projects. Vote 3-0

Mrs. Patricia Altieri and Catherine DeNunzio were appointed to the Charter Revision Commission. Vote 3-0

The Board voted to prepare a Resolution to Jaska Atwell for her 30+ years as a local reporter. Vote 3-0

Correspondence received and reviewed: A letter from Family Service Association of Middlesex County, Inc. dated Feb. 8, 1977, requesting replacement of a CETA employee. The town will not likely be able to fill her position.

The First Selectman further reported that he has been served with papers from Middlesex Memorial Hospital suing us on 4 counts for welfare patients, totalling \$4,000.

A town garage violation notice dated Feb. 9, 1977, was received from the Building Inspector.

The Board voted to appoint 3 members to an Insurance Committee at the next meeting. Vote 3-0

The First Selectman reported that \$10,000 has been spent for sanding and snow plowing so far this season.

On a motion by Mrs. Wakeman, the Selectmen voted to issue a press release to the newspapers re the sidewalk ordinance for the public use.
Vote 3-0

The meeting adjourned at 11 P.M.

Respectfully submitted,

Donna D. White
Secretary to the Selectmen

Selectman Proposes Salary Increases

Durham

DURHAM — A proposed budget of \$26,650 for the operation of the first selectman's office was presented to the Board of Selectmen Thursday night.

The figure, which represents an increase of \$7,450 over the present appropriation, includes salary increases for the first selectman and other selectmen and a 5 per cent increase in the salary of the selectman's clerk.

First Selectman Carl N. Otte also recommended a 5 per cent increase in the hourly rate paid to four highway employees.

Otte recommended that the first selectman's present \$8,000 salary be increased to \$12,000 and the pay of the other selectmen, now \$600, be raised to \$800 each effective after the November elections.

The \$12,000 salary for

first selectman would make the position a competitive full-time job, according to Otte.

Before 1973, when the \$8,000 salary was adopted, the first selectman was paid \$4,000, a part-time salary.

Former First Selectman A. Reed Hayes was elected in 1973 and filled the post part-time, but hired an administrative assistant because the work load was full-time. Because he is retired from employment with the state, Otte is able to give full time to the office.

\$16,000 Proposed

The Pay Scale Study Committee, in its 1975 report, recommended a \$16,000 salary for the first selectman. Residents at the budget hearing that year objected to the proposal.

Otte is asking for the 5 per cent pay raise for the selectmen's clerk and four highway employees to bring their

salaries in line with those in surrounding towns and in line with those of CETA employees working here.

Because the CETA employees are federally funded, their pay does not require finance board or town meeting approval. The town employees are working alongside CETA employees who make more money for the same work, Otte said.

Board members asked Otte to give details on other areas of the selectmen's budget such as postage, printing and legal notice costs before they act on the proposal.

Recreation Budget

A recreation budget of \$8,065, up \$565 from this year, also was outlined. Part of the proposal entails the hiring of a part-time recreation director at a salary of \$1,500.

New programs included in the budget are soccer and summer cross-country. Se-

lectmen asked for more detail on the budget also.

Residents may be faced with the need to construct a town garage in the future.

A letter to the first selectman from Building Inspector Ronald Bastara states that the Hall Association building being used to house the town's trucks is in violation of the state building code as applied to garages.

The board took no action on the letter. Otte offered for consideration the demolition of a town-owned barn on New Haven Road and the construction of a town garage there.

Otte reported that the town is being sued by Middlesex Memorial Hospital for \$4,000 in unpaid bills accrued by Durham residents who have no obvious means to pay the bills.

Welfare Director Noel Higgins will represent the town in the Court of Common Pleas March 15. Payment on the bills is 90 per cent reimbursable from the state, Otte said.

Mrs. Patricia Altieri was appointed to a seat on the Charter Revision Commission. One vacancy remains on the commission.

Appointments will be made to a three-member committee to study the town's insurance coverage when the board meets next Thursday.

Little League Sponsors

John P. 2-11-77

Durham Proposal Voiced at Selectmen's Meeting

Otte Favors Merit System for Town Employees

By LINDA DEAN

DURHAM — "It's about time that Durham consider some kind of a merit system for its employees," Carl Otte suggested last night at the Board of Selectmen meeting.

In a move to review the salaries of certain town employees, Otte called for a five per cent increase for four highway workers and the selectman's clerk, calling the raise "undoubtedly overdue."

"The people in these positions shouldn't be subject to the whim of those in office. This has happened in the past," Otte claimed.

The fact that the workers employed by the CETA program receive salary increases with no similar action taken on behalf of those town employees, points out the inequity of the present arrangement.

Provisions are made by the Federal Government for automatic increments, specifically a five per cent increase effective this July, in the CETA work-training program contract.

"In the past, CETA people were earning five per cent more than regular employees of the town performing the same functions," Mr. Otte stated.

Referring to the 1975 "Report of the Pay Scale Commission," "not a formal policy," but merely a "guide" for what the Board of Finance might consider reasonable budget requests, he stated that the increases he proposed were not out of line.

Those would include a \$1,500 boost for his secretary's salary, with attention to an increase for the First Select-

man of \$4,000, and for each of the other Selectmen \$200, those effective Nov. 1.

A retirement system and a merit system of salary increases Otte termed "most necessary, not so much for the employees, although that must be a consideration, but for the . . . continuity of service to the town". Salaries and supplies proposed brought the total budget for the Office of the Selectman to \$26,650.

A request was made for \$8,465 by the Recreation Committee, an increase over last year's figures of close to \$1,000. According to Bill Cicchese, present chairman of the committee, the need arises for a recreation director, with a possible \$1,500 salary for that position included in the proposed figure.

That part-time, year-round director would supervise registrations for activities, arrange schedules, and provide supervision for the year's events. The recreation committee offers opportunities in all areas for some 800 Durham children, and other town residents.

The budget figure reflects the cost of the following: Senior Citizens, the Easter Egg hunt, girls' and boys' basketball and gymnastics, building and field maintenance, tennis tournaments, and a proposed soccer program.

"It's fundamentally not acceptable", Joel Davis agreed in reference to the town garage, following presentation of a letter from Building Inspector, Ron Bastura. That officer cited a number of code

violations discovered during his recent inspection of that building.

The selectmen agreed that the issue deserved their consideration, in response to Mr. Bastura's plea that "some course of action is necessary to correct the problem". Mr. Otte would ideally like to see the construction of a new Town Garage, possibly as part of the Firehouse.

Mrs. Pat Altieri has accepted a position on the Charter Revision Commission, the final vacancy on that seven member board to be filled by the next meeting.

Otte announced that \$10,000 has been spent to date this season on sanding and snow plowing. An additional cost to the town will be repairs to a town truck for \$250.